

RESOLUTION NO. R2014-014

A RESOLUTION of the City Council of the City of Tumwater, Washington implementing Substitute Senate Bill 5173, Chapter 168, Laws of 2014, related to unpaid holidays for reasons of faith or conscience.

WHEREAS, the Washington State Legislature passed SSB 5173 granting two unpaid holidays per calendar year to employees of the state and its political subdivisions for reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization; and

WHEREAS, the City Council acknowledges the new legislation and, in accordance with rules established by the State of Washington Office of Financial Management, directs staff to amend the City's personnel policies to implement the act;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TUMWATER AS FOLLOWS:

Section 1. Implementation. City personnel policies shall be amended to entitle eligible employees to two unpaid holidays per calendar year for reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization.

The specific days shall be selected by the employee after consultation with the appropriate supervisory staff and shall be allowed unless the employee's absence would impose an undue hardship on the department or the employee is necessary to maintain public safety.

Section 2. Ratification. Any act consistent with the authority and prior to the effective date of this Resolution is hereby ratified and affirmed.

Section 3. Severability. The provisions of this Resolution are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this Resolution or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the Resolution, or the validity of its application to other persons or circumstances.

Section 4. Effective Date. This Resolution shall become effective immediately upon adoption and signature as provided by law.

RESOLVED this 20th day of May, 2014.

CITY OF TUMWATER

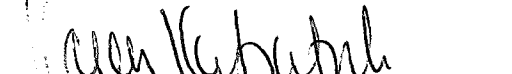


Pete Kmet, Mayor

ATTEST:


Melody Valiant, City Clerk

APPROVED AS TO FORM:


Karen Kirkpatrick, City Attorney